



SEA WARRIOR

*Maximizing Fleet
Readiness*

LDO/CWO Senior Leadership Conference

Millington, Tennessee

17-19 August 2004

Captain Bill Pappas
Chief of Staff, Commander Task Force Warrior

Overview

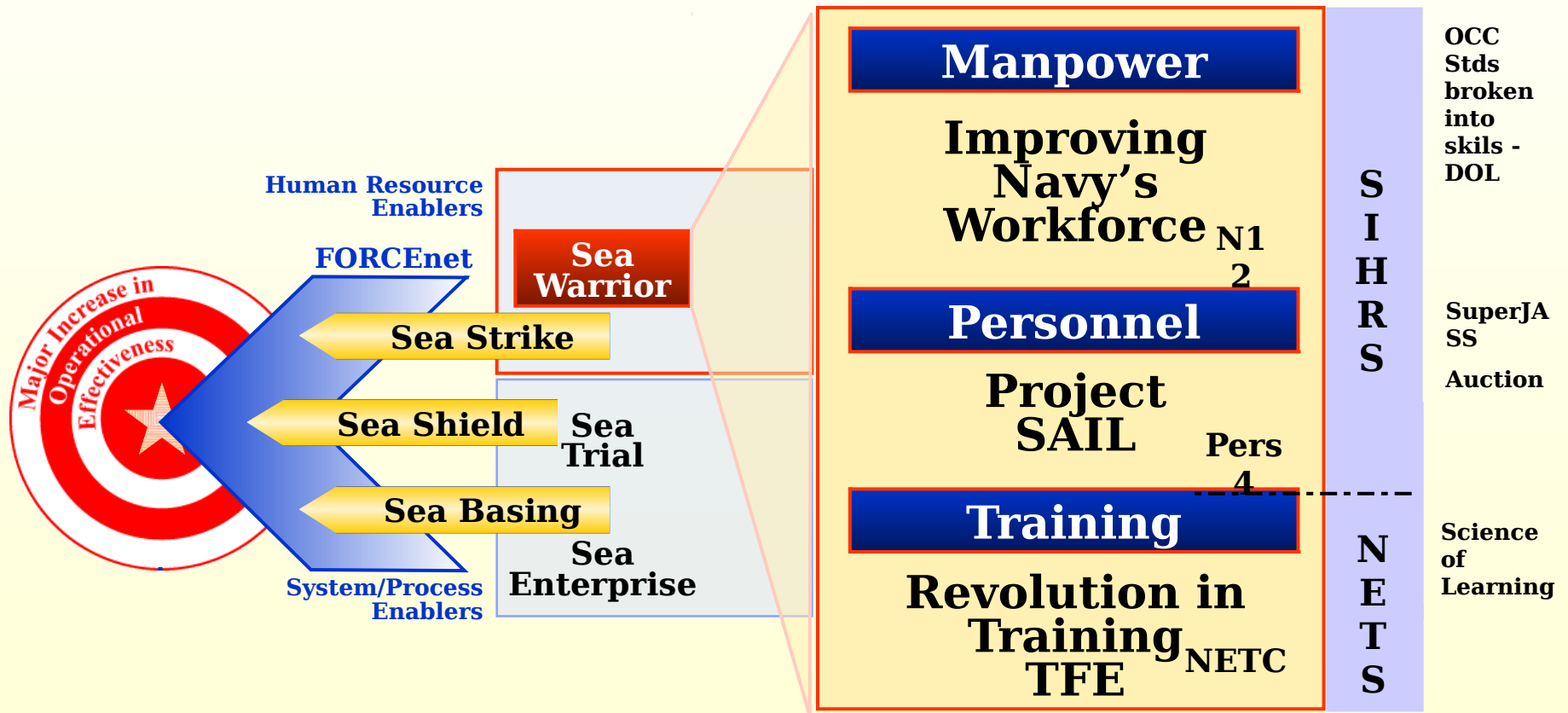
- **Sea Warrior Background**
 - **Key Enabler of Seapower 21**
 - **Sea Warrior Benefits**
 - **A System of Systems**

- **Task Force Warrior and Key Stakeholders**

- **The Way Ahead**



Sea Warrior in 2003



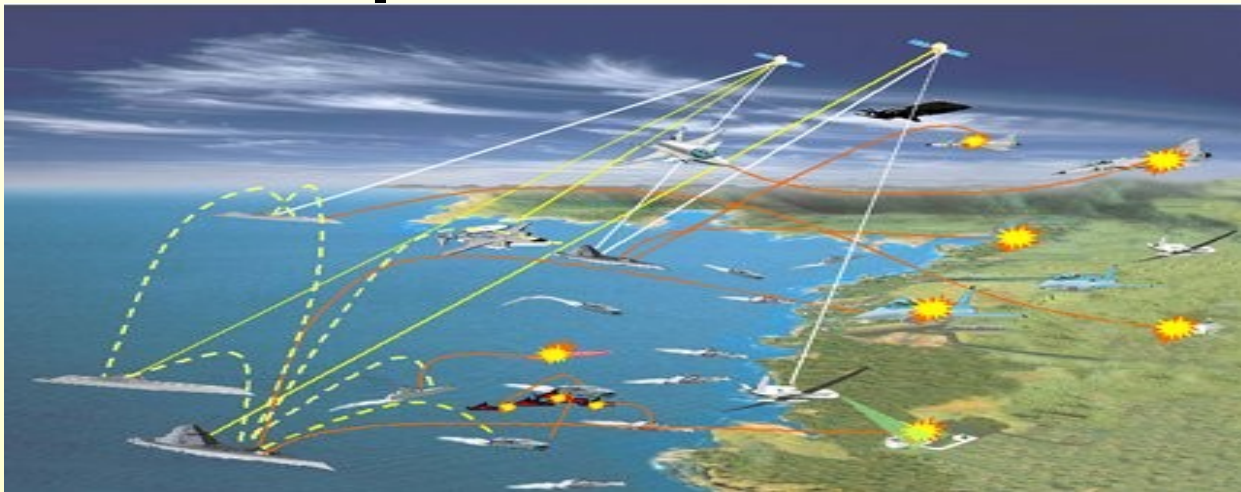
Sea Power 21 requires a force of Naval professionals who are more knowledgeable, skilled, and technically astute.

"Most practices and policies are made one at a time and are not connected to others." --Playing to Your Strengths - Barriers to Change

Key Enabler to Sea Power

21

- **Changing threat environment... demands more mission performance capabilities**
 - **Agility - quick combat readiness issue resolution**
 - **New acquisitions & modernization (LCS -**



Our future Sailors will be younger/more junior with the retirement of seasoned workforce, yet will require broader spectrum of capabilities and competencies.

Key Enabler to Sea Power

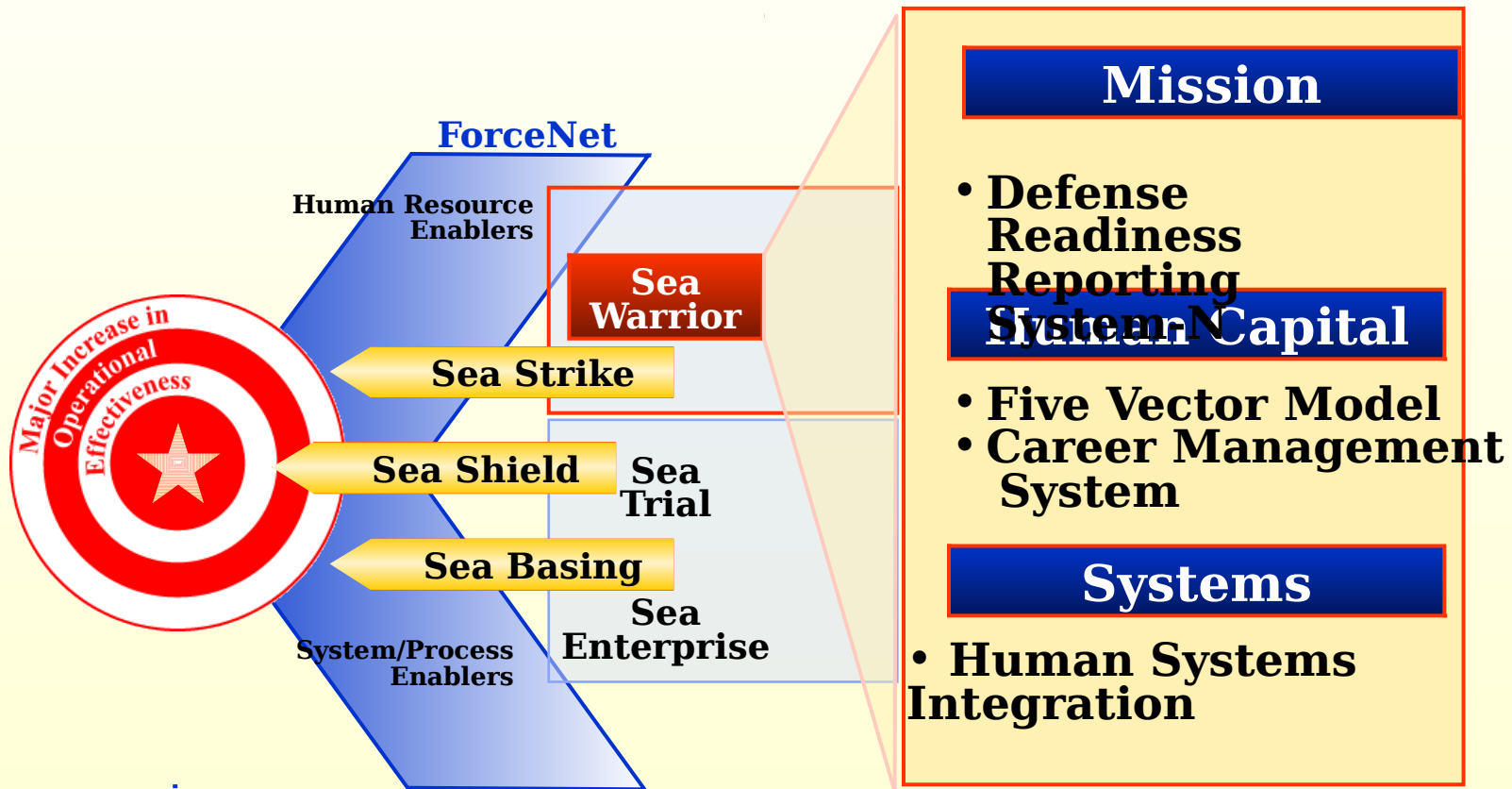
Benefits

- **Enhanced human capital decision making**
 - Better tools
 - Better data
 - Better alignment of Active/Reserve/Civilian force
- **Enhanced Sailor growth, development and distribution**
 - Visibility of personal and professional development and position requirements
 - Streamlined training “at your finger tips”
 - Power of choice



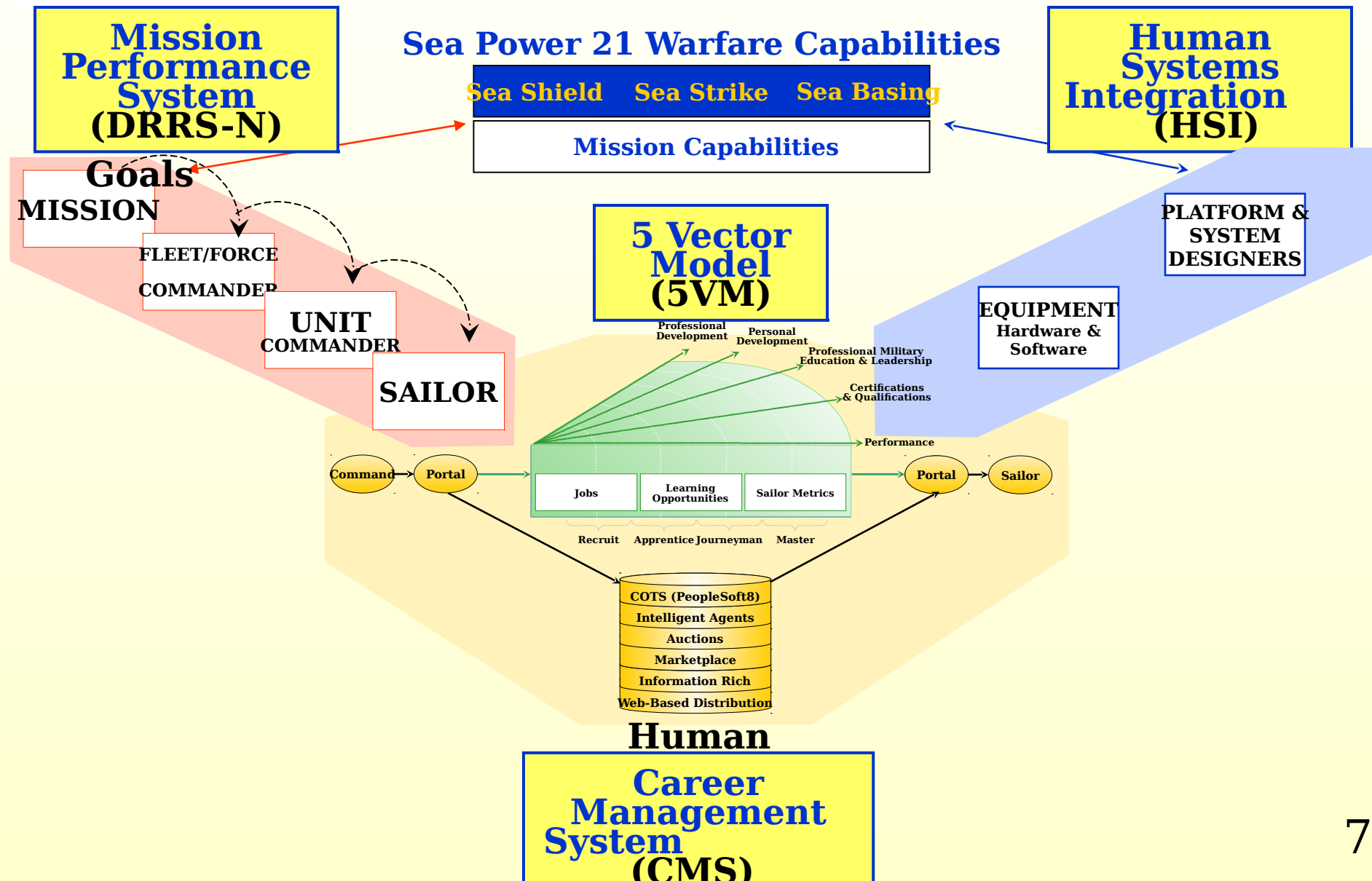
“What we need to do is to provide the environment for people to excel.” -- SECNAV

Critical Enabler of SeaPower 21



"Manpower is never free; in fact, manpower we do not truly need limits both the true potential of our people and the investments needed to transform our combat capability for the future" CNO before the SAC, 10 March 2004

SEA WARRIOR *A System of Systems*





Task Force Warrior Charter

An integration effort (TFW stood up in May '04)

- **Integrate Sea Warrior with the human capital strategy, SIHRS and NETS**
- **Link, interface & integrate cross claimant functional requirements for DRRS-N, 5VM, CMS & HSI**
 - **Functional & technical requirements**
 - **Process mapping**
 - **Manpower & training IT integration roadmap**
 - **Skills capture data (enlisted)**
- **Integrate cost, schedule and performance**
 - **Spiral development...emphasis on rapid delivery of integrated products for CMS/5VM per CNO 2004 objectives**

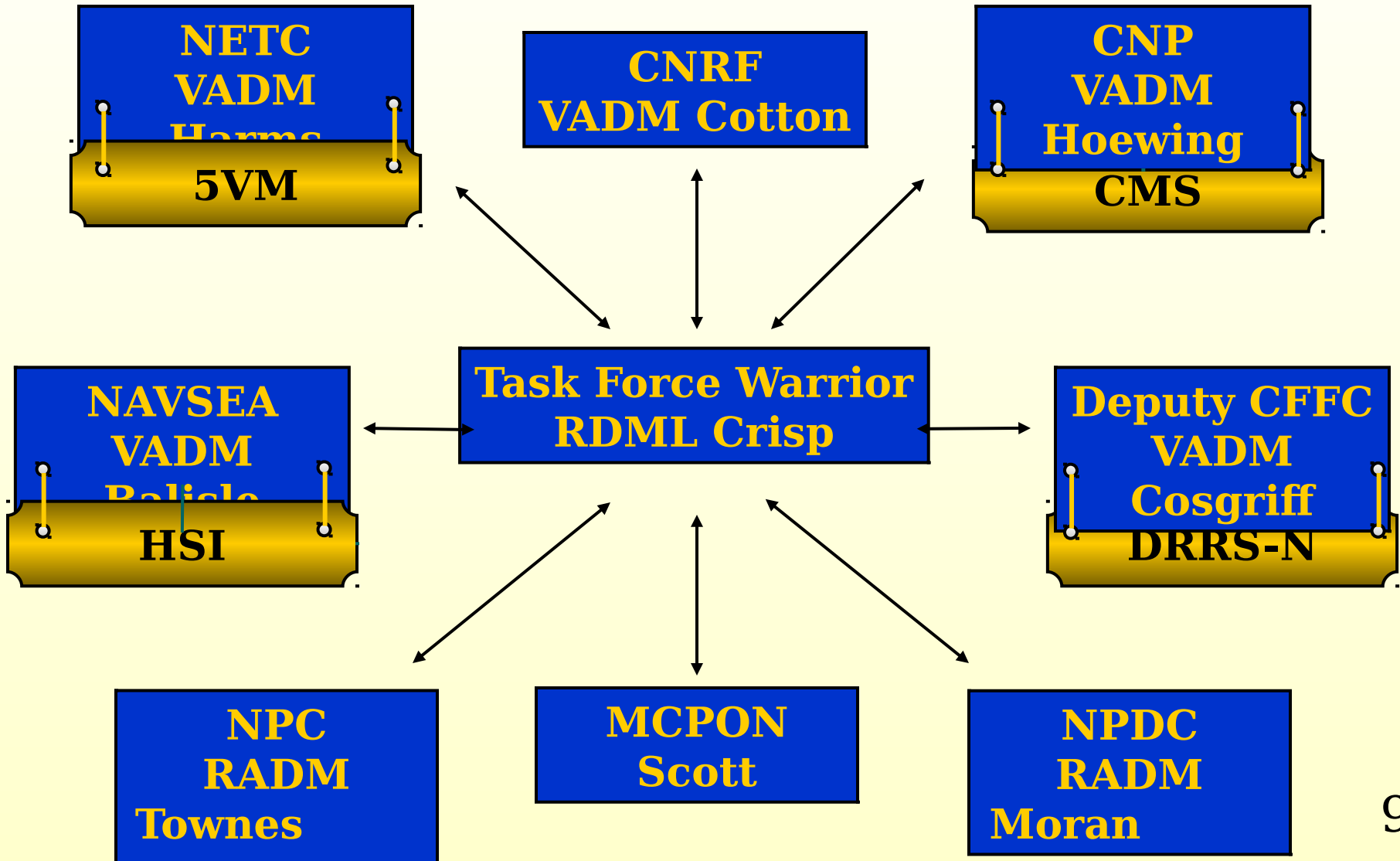
***FACILITATE INTEGRATION AND FISCAL
CONTROL***



Executive Steering Committee

Co-Chair

Co-Chair

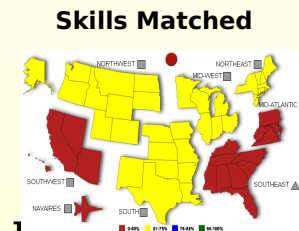
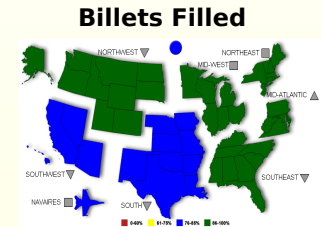
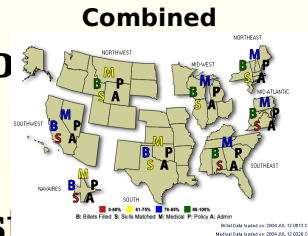




Sea Warrior Status The Way Ahead

➤ Defense Readiness Reporting System - Navy (DRRS-N)

- Mission Essential Tasks are aligned to warfare capabilities (FFC N7)
- METLS - SkillObjects
- Reserve: TYCOM Readiness Mgmt Sys (TRMS)



➤ 5 Vector Model (5VM)

- Fourth spiral of 5VM live on NKO
 - Over 80 % of our Sailors are covered
- First iteration of Skill Object identification for enlisted workforce complete - Validation in progress
- USS Shoup pilot:
 - Position
 - 5VM
 - CMS
 - School Seats





Sea Warrior Status The Way Ahead

➤ Career Management System

- Developed initial distribution application for Naval Reserve Force - Current
- JCMS - Request for Proposal issued
 - 3 spirally developed deliverables (Oct - Dec - Feb)

Search Criteria

Rating: IT Pay Grade: E6 NEC: 5341 Requisition #: All UIC: All
 Location: All Type Duty: All Command: All
 Job Fill Date: All Certifications and Qualifications: All
 Job Family: All Job Code: All Job Title: All Hot Jobs?: No
 Job Match for Skills
☐ ☐ ☐ ☐

Search Results
 Showing Requisitions 1-8 of 43 Click on the Requisition Number to view it's details
[New Search](#) - [Modify Search](#) - [Compare Selected](#) Page << 1 2 3 4 >>

Compare	Req#	Rating	Pay Grade	Job Title	Command	UIC	Location	Job Fill Date	Skills Match	Incentive	Hot Job
<input type="checkbox"/>	1452	IT	E-6	COM WCS	VFA 37	25544	Norfolk	Aug 04	●		Yes
<input type="checkbox"/>	1458	IT	E-6	COM WCS	CYN70 Vision	25544	Bremerton	Aug 04	●	★	
<input checked="" type="checkbox"/>	1528	IT	E-6	COM WCS	HM 15	32277	Norfolk	Aug 04	●		Yes
<input type="checkbox"/>	1588	IT	E-6	COM WCS	CYN65 Enterprise	32277	Norfolk	Oct 04	●	★	
<input type="checkbox"/>	1635	IT	E-6	COM WCS	HSL51	80124	Norfolk	Oct 04	●		
<input type="checkbox"/>	1752	IT	E-6	COM WCS	MCM8 Scout	80124	Inglese	Oct 04	●	★	

➤ Human System Integration

- Sea Warrior engaged with LCS Program
- Have begun SkillObject identification
- LCS - 5 Teams including participants from
 - NAVSEA 03
 - NPDC
 - NPC
 - TFW





Sea Warrior Status


The Way Ahead

- **CNO's 2004 Goal: "To introduce a web-based, five-vector model (5VM) visibility and career management detailing systems (CMS) for all enlisted Sailors in the Navy."**
- **5VM/JCMS Iterative Development:**
 - **First Delivery: Oct 2004**
 - **Second Delivery: Dec 2004**
 - **Third Delivery: Feb 2005**
- **Ensure disconnected operations capability for Sailors without reliable Internet access**



First Deliverable

1. Sailor searches requisitions, with selected search criteria



Welcome: Sailor

Menu

- [Search/Apply for Requisitions](#)
- [E-Resume](#)

Search Criteria


Rating: IT Pay Grade: E6 NEC: 5341 Requisition #: All


Location: All Type Duty: All Command: All UIC: All


Job Fill Date: All Certifications and Qualifications: All

Job Family: All Job Code: All Job Title: All Hot Jobs?: No

Job Match for Skills

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<input checked="" type="checkbox"/>	1526	IT	E-6	COM WCS	HM 15	32277	Norfolk	Aug 04			Yes
<input type="checkbox"/>	1589	IT	E-6	COM WCS	CVN65 Enterprise	32277	Norfolk	Oct 04			
<input type="checkbox"/>	1635	IT	E-6	COM WCS	HSL 51	80124	Norfolk	Oct 04			
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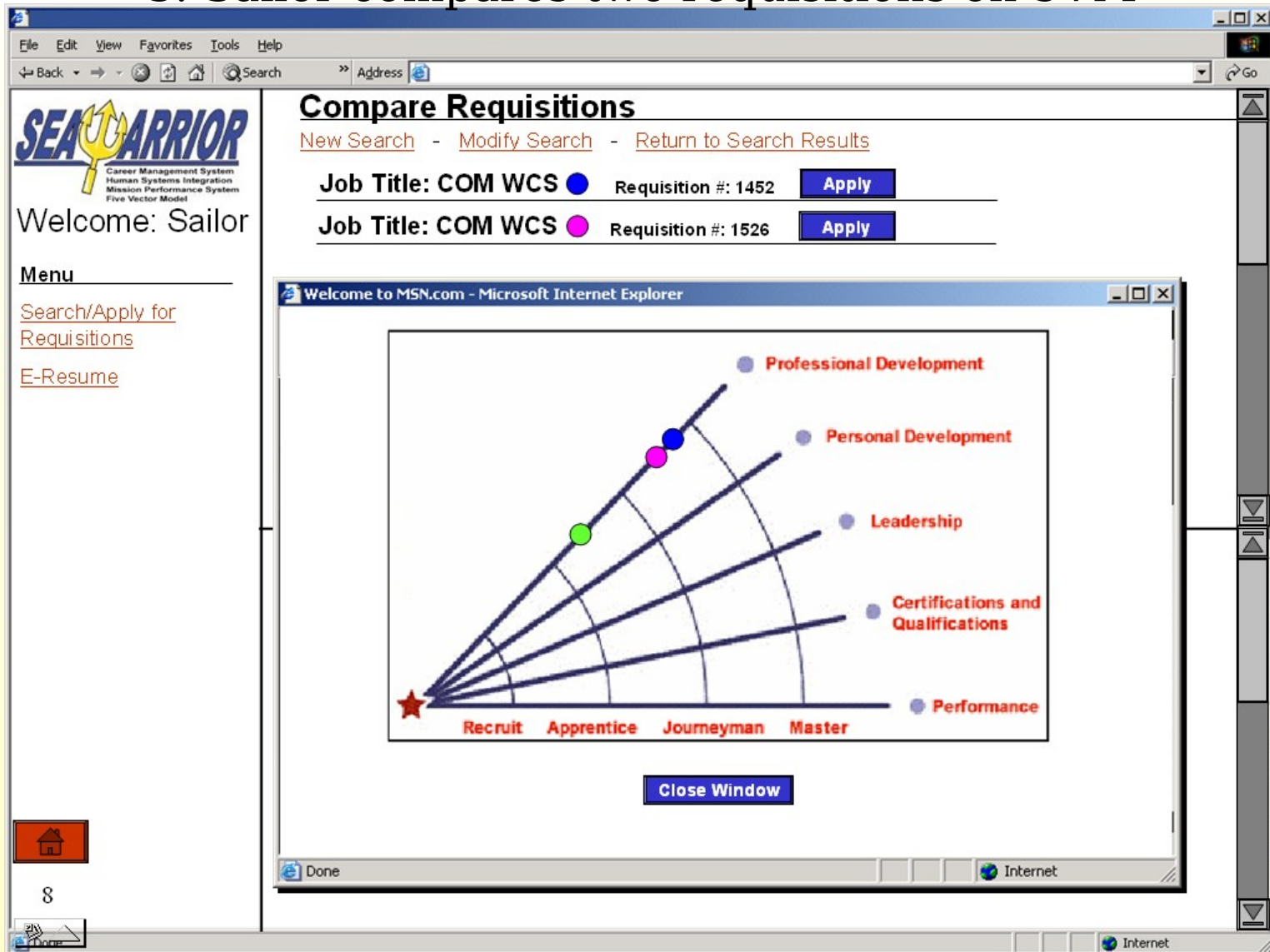
First Deliverable

2. Sailor compares requisitions

[illegible]

First Deliverable

3. Sailor compares two requisitions on 5VM



The screenshot displays the SEA WARRIOR Career Management System interface within a Microsoft Internet Explorer browser window. The main content area is titled "Compare Requisitions" and shows two job requisitions for comparison:

- Job Title: COM WCS** (blue dot) Requisition #: 1452 **Apply**
- Job Title: COM WCS** (pink dot) Requisition #: 1526 **Apply**

Below the requisitions, a window titled "Welcome to MSN.com - Microsoft Internet Explorer" displays the 5VM (Five Vector Model) scale. The scale is a graph with five vectors originating from a red star at the bottom left, representing different career development areas:

- Professional Development
- Personal Development
- Leadership
- Certifications and Qualifications
- Performance

The horizontal axis represents career progression stages: **Recruit**, **Apprentice**, **Journeyman**, and **Master**. The graph shows two data series plotted on the vectors:

- A green dot is positioned on the "Professional Development" vector, corresponding to the "Apprentice" stage.
- A pink dot is positioned on the "Professional Development" vector, corresponding to the "Journeyman" stage.
- A blue dot is positioned on the "Professional Development" vector, corresponding to the "Master" stage.

A "Close Window" button is located below the graph. The browser's status bar at the bottom shows "Done" and "Internet".



Second Deliverable

Key Functionality

- **Sailor Views and Modifies Preferences**
- **Job Match for Preferences**
- **Views Aggregate Score of Fitness to Position**
- **Sea Warrior Top 10 Jobs**
- **My Top 10 Jobs**



Third Deliverable ***Key Functionality***

- **View Sailor's match to Navy policy**
 - **Electronic NAVPERS 1306/7 for special requests**
- **View training associated with requisition requirements that the Sailor doesn't have**
 - **Request training**

Future Corporate Opportunities

- **Clear tie of Sailor and watch team to mission readiness and mission accomplishment**
- **Asset management, asset visibility and speed to quickly identify combat readiness issues driven by personnel and isolate recommended solutions**
- **Pay banding -- manpower cost at the position**
- **Reduce time to competence (IA)**
- **Provides dynamic incentives tied to positions with individual choices**
- **Marketplace drives force shaping tools**
- **Ability to predict manpower cost and manage entitlements**



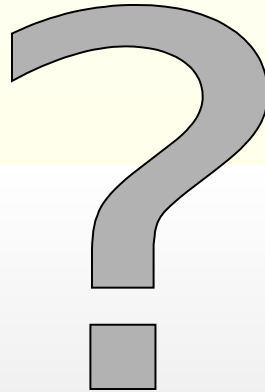
Future Sailor Opportunities

- **Increased control over your destiny**
 - **Ability to explore “what if” options for your career planning, including career changes**
 - **Power of choice: View, compare & apply for jobs**
- **Knowledge when & where you need it (24/7)**
 - **Online visibility of your personal & professional development via the 5VM**
 - **Streamlined training “at your fingertips”**
- **Partnership with supervisor in moving your career forward**

Summary

- **Sea Warrior is essential to meet the requirements of Sea Power 21**
- **Initial Capability of an integrated 5VM/JCMS to be rolled out in Oct 2004**
- **Task Force Warrior's mission is to integrate cross claimant efforts ... cost, schedule, and performance ... to facilitate delivery of objective Sea Warrior**





QUESTIONS?

Captain Bill Pappas

Chief of Staff, Commander Task Force Warrior

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